Definition of Terms; Colchester Public Schools ad hoc "Diversity, Equity and Inclusion" Committee:

Diversity: Diversity – an attribute of a given society that reflects the variety of difference expressed and sustained among the people and communities that compose that given society. The types of difference most commonly represented in a society are based on social identity markers that are considered "protected classes" by the CT General Statues. Diversity is the range of human differences, including but not limited to race, ethnicity, gender, gender identity, sexual orientation, age, social class, physical ability or attributes, or ethical values system and national origin

Equity: Equity (Social) - "The fair, just and equitable management of all institutions serving the public directly or by contract, and the fair and equitable distribution of public services, and implementation of public policy, [including laws pertaining to human rights,] and the commitment to promote fairness, justice, and equity in the formation of public policy… [Social equity is] the fourth pillar of public administration, along with economy, efficiency, and effectiveness." - National Academy of Public Administration (NAPA), 2005. Discovering, bridging, and sealing the gaps between human rights law and the public administration of that law while also correcting the deeper issues that open and widen these gaps. Identify shortcomings in current diversity and inclusion practices by organizing the development and enactment of clear and consistent policies of social equity.

Inclusion: Inclusion: Creating environments in which any individual or group can be and feel welcomed, respected, supported, and valued as a fully participating member. To generate and amplify a spirit of inclusion by following, amplifying, centering, engaging, and serving voices and cultures that are currently underrepresented or excluded.

Cultural Competence: accepting and respecting diversity and differences in a continuous process of self-assessment and reflection of one's personal and organizational perceptions of the dynamics of culture. (uslegal.com) A set of attitudes, behaviors and policies that combines knowledge about groups of people into practices and standards to improve the quality of services to all cultural groups that are served.

Added Terms: November 2021: (DRAFT)

School-Based Diversion Initiative: School-Based Diversion Initiative (SBDI) is designed to prevent in-school arrests and reduce out -of-school suspensions and expulsions for youth experiencing emotional or behavioral health challenges. SBDI is a school-level initiative that engages teachers, staff, administrators, and school resource officers through consultation, expert training, and capacity building activities. SBDI can be an effective strategy to increase access for students and families to mental health supports and treatment services in the school and local community. Techniques may include building capacity of school personnel to recognize and manage behavioral health crisis, engaging the local mental health authority, developing wrap-around services, and utilizing crisis de-escalation techniques, crisis stabilization services and follow up case management services.

Restorative Justice: A theory of justice that focuses on mediation and agreement rather than punishment. Offenders must accept responsibility for harm and make restitution with victims.

Positive Behavioral Supports: (PBS) is a form of applied behavior analysis that uses a behavior management system to understand what maintains an individual's challenging behavior and how to

change it. It is a humanistic and researched-based model designed to increase qualify of life by teaching new skills, decreasing problematic behavior, and engaging personal outcomes.

Sexual Orientation: a term used to refer to a person's pattern of emotional, romantic, and sexual attraction to people of a particular gender.

Gender Orientation, Gender Identity: a personal sense of one's own gender.

Marginalized Groups: Marginalized populations are groups and communities that experience discrimination and exclusion (social, political, and economic) because of unequal power relationships across economic, political, social, and cultural dimensions. Examples of "marginalized" groups are LGBTQ+, Senior Citizens, groups impacted by a lower socioeconomic status, racial/ethnic groups and military veterans. Additionally, persons with below average intelligence, persons with hearing, visual and physical challenges and persons with a serious and persistent mental illness are examples of marginalized groups.

Microaggressions: is a term used for commonplace daily verbal, behavioral or environmental slights, whether intentional or unintentional, that communicate hostile, derogatory, or negative attitudes toward stigmatized or culturally marginalized groups.